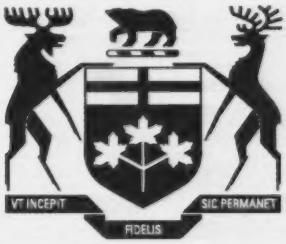
Ontario Labour Relations Board



Ontario

The Ontario Labour Relations Board (OLRB) is an independent, quasi-judicial tribunal which mediates and adjudicates a variety of employment and labour relations related matters under various Ontario statutes.

Annual Report

2016-2017

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Chair's Message

If it is true that we should live in interesting times, then that is certainly true for the Ontario Labour Relations Board. There have been recent important additions to the Board's jurisdiction, such as the amendments to the School Boards Collective Bargaining Act, casting the work of the Board into even greater public prominence. The future brings only more. In 2017, the Board will become the appellate body for all notices of contravention issued by the Ontario College of Trades. After the Changing Workplaces Review Interim Report, the much anticipated Final Report was recently released containing many significant and extensive recommendations. The government has responded by introducing the *Fair Workplaces, Better Jobs Act, 2017*. Even after only First Reading (at the time of writing), the new Act includes extensive and significant amendments to the *Employment Standards Act* and the *Labour Relations Act* which the Government promises to enact in 2017 and consequential impacts on the authority, scope and workload of the Board.

It is in this context that we reflect on the Board's performance in the 2016-2017 period covered by this Annual Report. It was again a busy period for the Board – although the total number of applications received this year declined by approximately 4%, from 3,411 to 3,274 – a decrease generally reflected across many categories of cases with some exceptions most notably the *Occupational Health and Safety Act* reprisal applications which significantly increased, and duty of fair representation cases which also increased but less so and others which marginally increased.

Importantly (due to the overlapping of cases filed in previous years but still outstanding in the last year), the Board disposed of 4,336 cases in the last fiscal period – the most it has in the last five years. Even more importantly, the Board continues to amazingly dispose of 87.9% of its cases without a final hearing. The nuances and breakdown of these global numbers can be ascertained in the tables and statistics that follow in this report. It is with this proven track record that the Board looks forward to what the future (interestingly) will bring.

Among other things, on the service side, after sometimes gruelling preparation, the Board anticipates its e filing system will be up and running next year. This will help the Board enter into the 21st century (which some might criticize as belatedly) and hopefully assist our stakeholders.

In the past year, the Board has said farewell to Harry Freedman, one of our longest serving and highly respected construction Vice Chairs, who (at least from our point of view) sadly retired. He served as a Vice-Chair not once but twice, after returning from private practice, not including his service as Board Solicitor. As well, highly regarded Vice-Chair Eli Gedalof had his appointment converted from full time to part time and we are grateful for the time he still devotes to the Board even in that reduced capacity. The Board also sadly said goodbye to long serving side members David Patterson, Paul LeMay, Shannon McManus, Dick O'Connor and Roy O'Rourke, some of whom thankfully continue until their on-going cases are completed.

Although all of them leave big shoes to fill, the Board continues its search for astute and able adjudicators and welcomed Geneviève Debané and Adam Beatty as full-time Vice Chairs and Graham Clarke, Harvey Beresford and Paulene Pasieka as part-time Vice Chairs. As well, in our continuing efforts to deepen and broaden our connection to our stakeholders by appointing part time members with a current or at least more recent relationship with the communities they represent, the Board also welcomed Wayne Zachar, Steven Cronkright, Jawara Gairey, Jack Dowding, Brian MacDonald, Heino Nielsen and Robert Petroni as members. More than ever, as I have come to increasingly appreciate over the years, none of this is possible without the efforts of the expert and dedicated staff of the Board – knowledgeable and discerning adjudicators, talented and effective mediators, committed and agile administrators and a hardworking and enthusiastic support staff. Not only do I owe them all a huge debt of gratitude but it is because of them the Board continues to enjoy its representation as the country's largest and preeminent labour and employment tribunal. We all continue to work diligently to make the Board even better at what it does, and as I have said at the close of each of these Chair's messages, in each of these annual reports, I encourage everyone to contact the Board (and me) with their comments, concerns or suggestions. I cannot promise that we will agree, but we will certainly listen.

Organizational Overview

The Ontario Labour Relations Board is an adjudicative agency of the Government of Ontario. As a tribunal operating at arm's length from the Ministry of Labour, the OLRB mediates and decides cases under more than 20 different workplace and employment-related laws. In addition to the primary responsibility that comes from its founding statute, the Labour Relations Act, 1995, a significant portion of the Board's work falls under the Employment Standards Act, 2000 and the Occupational Health and Safety Act, as is described in more detail below.

Overall, the Board has varying degrees of jurisdiction assigned to it under the following statutes:

- *Ambulance Services Collective Bargaining Act, 2001*, S.O. 2001, c.10
- *Colleges Collective Bargaining Act, 2008* S.O. 1990. c.5
- *Crown Employees Collective Bargaining Act, 1993*, S.O. 1993, c.38
- *Education Act*, R.S.O. 1990, c.E.2
- *Employment Protection for Foreign Nationals Act*, 2009, S.O. 2009, c.32
- *Employment Standards Act, 2000*, S.O. 2000, c.41
- *Environmental Bill of Rights, 1993*, S.O. 1993, c.28
- *Environmental Protection Act*, R.S.O. 1990, c.E.19, which gives the Board jurisdiction under the following legislation:
  - *Environmental Assessment Act*, R.S.O. 1990, c.E.18
  - *Environmental Protection Act*, R.S.O. 1990, c.E.19
  - *Fisheries Act*, R.S.C. 1985, c.F-14
  - *Nutrient Management Act*, 2002, S.O. 2002, c. 4
  - *Ontario Water Resources Act*, R.S.O. 1990, c.O.40
  - *Pesticides Act*, R.S.O. 1990, c.P.11
  - *Safe Drinking Water Act, 2002*, S.O. 2002, c.32
  - Toxics Reduction Act, 2009, S.O. 2009, c.19
- *Fire Protection and Prevention Act, 1997*, S.O. 1997, c.4
- *Hospital Labour Disputes Arbitration Act*, R.S.O. 1990, c.H.14
- *Labour Relations Act, 1995*, S.O. 1995, c.1
- *Local Health System Integration Act*, 2006, S.O. 2006, c.4
- *Long Term Care Homes Act, 2007*, S.O. 2007, c.8
- *Occupational Health and Safety Act*, R.S.O. 1990, c.O.1
- *Ontario College of Trades and Apprenticeship Act, 2009*, S.O. 2009, c. 22
- *Ontario Provincial Police Collective Bargaining Act, 2006*, S.O. 2006, c.35, Sch. B
- *Protecting Child Performers Act, 2015*, S.O. 2015, c.2
- *Public Inquiries Act, 2009*, S.O. 2009, c. 33, Sch. 6
- *Public Sector Dispute Resolution Act, 1997*, S.O. 1997, c.21, Schedule A
- *Public Sector Labour Relations Transition Act, 1997*, S.O. 1997, c. 21, Schedule B
- *Public Service of Ontario Act, 2006*, S.O. 2006, c.35, Schedule A
- *Retirement Homes Act, 2010*, S.O. 2010, c.11
- *School Boards Collective Bargaining Act, 2014*, S.O. 2014, c.5
- *Smoke-Free Ontario Act*, S.O. 1994, c.10

The Board

The Board is an independent adjudicative tribunal with a mandate to mediate and adjudicate a broad variety of workplace disputes. Its staff are appointed under the *Public Service of Ontario Act, 2006*. Direction for its mission, mandate, service standards, governance and accountability are set out in the *Adjudicative Tribunal Accountability, Governance and Appointments Act, 2009*.

The Board is composed of a Chair, an Alternate Chair, Vice-Chairs, Board Members, a complement of Mediators, a Solicitors' Office and a Registrar's office. These individuals, aided by the Board's support staff, draw upon specialized expertise in the labour and employment field to settle and adjudicate cases before them. The Board strives to keep its procedures informal, expeditious and fair. However, it is important to recognize that legal rights are at issue, the statutory frameworks are sometimes complex, and parties are encouraged to seek independent legal advice, if not legal representation, to assist them in Board proceedings.

The Board is entitled to determine its own practices and procedures, and has the authority to make rules and forms governing its practices and the conduct of those appearing before it. The Board's Rules, Forms and Information Bulletins are available on its website at www.olrb.gov.on.ca or from the Board's offices at 505 University Avenue, 2nd Floor, Toronto, Ontario, M5G 2P1.

The Board plays a fundamental role in the labour relations, employment standards, and health and safety regimes in Ontario. Board decisions are based on the evidence presented and submissions received, and on the adjudicator's interpretation of the facts in dispute, relevant legislation and jurisprudence. In keeping with the Ministry of Labour's overarching principles, the Board encourages harmonious relations among employers, employees and trade unions. It deals as expeditiously and fairly as reasonably possible in processing, settling or adjudicating all matters that come before it.

Board Processes

Essentially, every application that is filed with the Board is first assigned to a Mediator. The Mediator is given an opportunity to contact or meet with the parties to explore the possibility of settlement. Parties are encouraged to mediate matters. Practically speaking, mediation is a less formal and often less costly process than a hearing. The settlement of a workplace dispute, worked out by the parties with the assistance of a mediator, gives the parties an agreement they can both live with and more responsibility and ownership of the agreed-to conditions. Roughly 88% of all disputes coming before the Board were resolved, including by mediation, prior to litigating the matter at a final hearing.

If an application cannot be mediated successfully, the matter is forwarded to the Registrar to schedule a consultation or hearing. A consultation is a less formal type of adjudication, and may take on different forms. Primarily, it is a quick and pointed hearing with the parties, with the Vice-Chair (adjudicator) taking greater control over how the proceeding is conducted. Often, there is no need for sworn testimony. The Vice-Chair may ask questions of the parties, or may direct that the questioning be limited in scope.

A hearing is a formal adjudication, with opening statements, the examination and cross-examination of witnesses, presentation of relevant documentary evidence, and submission of final arguments.

Consultations and hearings (but not mediations) are open to the public unless the Vice-Chair or panel decides that a public airing of the dispute could be damaging to one of the parties. Hearings are not recorded and no transcripts are produced. The Board issues written decisions that are sent to the parties, and become public documents available for searching on public databases.

The Board's Principal Statutes

Labour Relations Act, 1995

The Ontario Labour Relations Board was established by section 2 of the *Labour Relations Act, 1948* and is continued by subsection 110(1) of the current *Labour Relations Act, 1995.*

The Board's work under the LRA is guided by the legislative policy set out in section 2 of the Act:

2. The following are the purposes of the Act:

1. To facilitate collective bargaining between employers and trade unions that are the freely designated representatives of the employees.
2. To recognize the importance of workplace parties adapting to change.
3. To promote flexibility, productivity and employee involvement in the workplace.
4. To encourage communication between employers and employees in the workplace.
5. To recognize the importance of economic growth as the foundation for mutually beneficial relations amongst employers, employees and trade unions.
6. To encourage cooperative participation of employers and trade unions in resolving workplace disputes.
7. To promote the expeditious resolution of workplace disputes.

With this policy as a basis, the Act confers on the Board the authority over many significant aspects of labour relations including the certification of unions to represent employees, termination of bargaining rights, the handling of unfair labour practices (including a union's duty of fair representation or fair referral of its members), successor bargaining rights, essential services, strikes, lock-outs, first contract direction, jurisdictional disputes and a range of issues arising in the construction industry, including the arbitration of grievances.

Employment Standards Act, 2000

The ESA confers authority on the Board to hear applications for review of decisions made by Employment Standards Officers. Claims filed under the ESA with the Ministry of Labour (for wages, overtime, termination or severance pay, other violations of the Act) are investigated by Employment Standards Officers who direct payment of outstanding monies, issue orders for wages or compensation, or refuse to issue orders. Appeals of Employment Standards Officers' decisions or refusals to make orders are handled by the Board.

Mediation is attempted in all ESA matters before the Board. Where mediation is unsuccessful, the Board conducts what is in essence a fresh hearing of the workplace dispute. Parties to the dispute are expected to attend the hearing with their evidence and witnesses, and be able to persuade the Board of the correctness of their case.

Occupational Health and Safety Act

The OHSA is designed to ensure that every workplace is safe and every worker is protected against injury or harm. Enforcement of the OHSA is conducted by health and safety inspectors, who may enter workplaces to inspect or investigate working conditions, equipment and compliance with the Act. Orders or decisions of inspectors can be appealed to the OLRB.

There are also protections for workers who exercise their rights under the OHSA and are disciplined or discharged for doing so (reprisals). These applications can be brought directly to the Board or referred by a health and safety inspector.

School Boards Collective Bargaining Act, 2014

This legislation dramatically altered the structure for collective bargaining in the education sector. The parties now bargain their collective agreement on two tiers: central issues at a "central table", where the Crown is a party, and local issues at a "local table", where it is not. In the event the parties are unable to agree to this central/local split, disputes are decided by the Board upon the application of either party or the Crown, as well as any issues arising from the parties' agreement or Board order. In addition, the Board may be asked to decide whether a matter that is the subject of central bargaining may prejudicially affect constitutionally-protected, denominational or linguistic rights and

can exclude the issue from central bargaining, make it the subject of local bargaining and issue other orders as the Board determines are appropriate in the circumstances. Recent amendments to the Act (Bill 92) increased the Board's jurisdiction. The Crown or a party to central bargaining may now apply to the Board to decide if a local term in a collective agreement conflicts with or is inconsistent with a central term in the agreement. Other amendments adding to the Board's jurisdiction were not yet in force in 2016/2017.

Crown Employees Collective Bargaining Act

Any employer of Crown employees and the bargaining agent for Crown employees must make an essential services agreement when negotiating a collective agreement and prior to any strike or lockout being lawful. Either party may apply to the Ontario Labour Relations Board to determine any matter that is not resolved including the matters to be included in the essential services agreement and its terms. The Board may consult with the parties and/or inquire into any matter raised by the application. The Board also has jurisdiction under this Act to enforce or amend the agreement upon application, as well as to make a declaration that an agreement has prevented meaningful bargaining and to amend the number of positions or employees designated in the agreement.

Other Applications

The Board receives a smaller number of applications under the other legislation that we administer. Generally speaking, these are treated in a manner analogous to how we deal with the applications already described.

Other Tribunals

The Board also has administrative responsibility for a number of other tribunals whose reporting structures and activities may be described in other Annual Reports. The Board administers the Education Relations Commission ("ERC") which is an agency of the Ministry of Education. The Board's Chair is the Chair of the ERC, a Board Vice-Chair serves at the ERC Alternate Chair and several Board Vice-Chairs sit as ERC Members. A Vice-Chair of the Board is the Presiding Officer of the Pay Equity Hearings Tribunal. Several Board Vice-Chairs and Members are also cross-appointed to the PEHT. Support services for all of these bodies are under the administration of the Director/Registrar.

Order in Council Appointments

The Board's adjudicators (the Chair, Alternate Chair, Vice-Chairs and Board Members) are all appointed by the Lieutenant Governor in Council as Order in Council appointments (OICs), for a fixed term. Following is a chart of OICs working in 2016 – 2017 and their appointment terms.

Name	First Appointed	Term of Appointment
Chair		
Fishbein, Bernard	February 28, 2011	February 27, 2021
Alternate Chair		
McLean, Brian C.	July 8, 1998	July 7, 2017
Full Time VCs		
Anand, Gita	January 15, 2016	January 14, 2018
Beatty, Adam	June 30, 2016	June 29, 2018
Debané, Geneviève	June 30, 2016	June 29, 2018
Freedman, Harry	July 8, 1998	July 7, 2017
Gedalof, Eli	October 30, 2013	July 1, 2016
Kelly, Patrick M.	May 17, 1999	May 17, 2021
Lewis, John D.	March 11, 2009	March 10, 2019
McFadden, Michael	November 5, 2014	November 4, 2019
McGilvery, Roslyn	September 9, 2013	September 8, 2018
McKee, David A.	April 29, 1999	April 29, 2021
McKellar, Mary Anne	January 24, 2001	January 23, 2022
McLean, Brian C.	July 8, 1998	July 7, 2017
Rowan, Caroline	May 6, 1999	May 6, 2021
Seveny, Yvon	May 25, 2015	May 26, 2017
Shouldice, Ronald K. (Lee)	May 30, 2007	May 29, 2017
Slaughter, Jack J.	February 3, 2003	February 2, 2021
Turtle, Paula	July 22, 2015	July 21, 2017
Waddingham, Kelly A.	April 7, 2004	December 31, 2017
Wilson, Matthew	August 29, 2012	August 28, 2017
Part Time VCs		
Albertyn, Christopher J.	October 7 1994	August 30, 2017
Anderson, Ian B.	March 24, 2004	April 7, 2016
Beresford, Harvey	October 5, 2016	October 4, 2018
Clarke, Graham	November 2, 2016	November 1, 2018
Gedalof, Eli	July 1, 2016	June 30, 2019
Gee, Diane L.	August 1, 2008	July 31, 2019
Gray, Owen V.	May 8, 2013	September 16, 2017
Green, Maurice	May 16, 2012	July 8, 2017
Herlich, Bram S.	May 8, 2013	September 16, 2017
Kitchen, Robert W.	May 30, 2012	July 8, 2017
Kuttner, Thomas	September 11, 2013	September 10, 2018
McDermott, Edward T.	May 17 2011	May 16, 2021
Mitchell, Michael C.	July 22, 2015	July 21, 2017
Nyman, Jesse	February 1, 2016	December 20, 2017
Pasieka, Paulene	December 20, 2016	December 19, 2018
Rogers, Derek	August 28, 2013	August 27, 2018
Steinberg, Larry	April 18, 2011	April 17, 2016
Wacyk, Tatiana	May 28, 2003	September 16, 2018

Name	First Appointed	Term of Appointment
Members (Employer)		
Bolton, Lori	March 11, 2015	March 10, 2020
Cook, William S.	March 18, 2015	March 17, 2020
LeChien, Robert	April 15, 2015	April 14, 2017
LeMay, R. D. Paul	December 15, 2005	December 14, 2016
O'Connor, Richard J.	November 6, 2002	November 5, 2016
Rundle, Judith A.	July 17, 1986	July 16, 2017
St. Louis, David	February 18, 2015	February 17, 2020
Sullens, John (Jack)	February 18, 2015	February 17, 2020
Martin, Ron	March 25, 2015	March 24, 2020
Zachar, Wayne	June 22, 2016	June 21, 2018
Members (Employee)		
Chudak, Edward	April 1, 2015	March 31, 2017
Collins, Thomas	April 1, 2015	March 31, 2017
Cronkright, Steven	June 22, 2016	June 21, 2018
Dagg, Alexandra Miriam	June 30, 2016	June 29, 2018
Dowding, John	June 22, 2016	June 21, 2018
Gairey, Jawara	October 19, 2016	October 18, 2018
Haward, Alan	March 25, 1998	March 24, 2017
MacDonald, Brian	June 22, 2016	June 21, 2018
McManus, Shannon R. B.	December 15, 2005	December 14, 2016
Nicholls, William	May 6, 2015	May 5, 2017
Nielsen, Heino	June 30, 2016	June 29, 2018
Patterson, David A.	April 2, 1986	April 1, 2017
Phillips, Carol	January 14, 2009	January 13, 2022
Petroni, Robert	June 22, 2016	June 21, 2018

Board Staff and Key Activities

The OLRB's operations and staff can be broadly divided into: Adjudication (OIC appointments), Administration, Mediation Services and Legal Services. The administrative, mediation and legal staff are public servants appointed under Part III of the *Public Service of Ontario Act, 2006*.

Office of the Director and Registrar

The Director/Registrar is the chief administrative officer of the Board. She, along with the Deputy Director / Registrar, is responsible for the overall administration of the Board's business operations, mediation and adjudication. The Director/Registrar, along with the Deputy Director/Registrar, oversees the effective processing and scheduling of each case and communicates with the parties in matters relating to the mediation of cases, scheduling of hearings or on particular issues in the processing of any given case. Every application received by the Board enters the system through the Director/Registrar's office.

Manager of Administration

The Manager of Administration is responsible for the efficient operation of the Board through the effective coordination of the procurement and budget functions, human resources functions, client services, information technology, and the provision of administrative direction for all shared/common services.

Library Services

Comprised of the former Ontario Labour Relations Board Library, the Workplace Safety and Insurance Appeals Tribunal Library and the Pay Equity Commission Library, the Ontario Workplace Tribunals Library is situated at 505 University Avenue, Toronto on the 7th floor.

Library holdings related to the OLRB include all reported OLRB decisions from 1944 to date, all judicial reviews of OLRB decisions from 1947 to date, all bargaining unit certificates issued by the OLRB from 1962 forward. In addition, the Library has a collection of all Employment Standards review decisions from 1970 to date and all Occupational Health and Safety appeal decisions from 1980 to date. Textbooks, journals and case reports in the areas of labour, administrative and constitutional law are also held.

Mediation Services

The Board is a pioneer in the area of alternative dispute resolution. The Manager, Mediation Services and Senior Mediators/Mediators ("Mediators") are responsible for mediating settlements in all of the Board's cases. In addition to settling cases, Mediators assist parties in identifying issues and streamlining the cases that do get adjudicated in order to avoid unnecessary litigation. They also, along with the Board's Labour Relations Conciliators, carry out the Board's pre and post-vote phone mediation program and conduct representation and final offer votes.

Information Technology Support

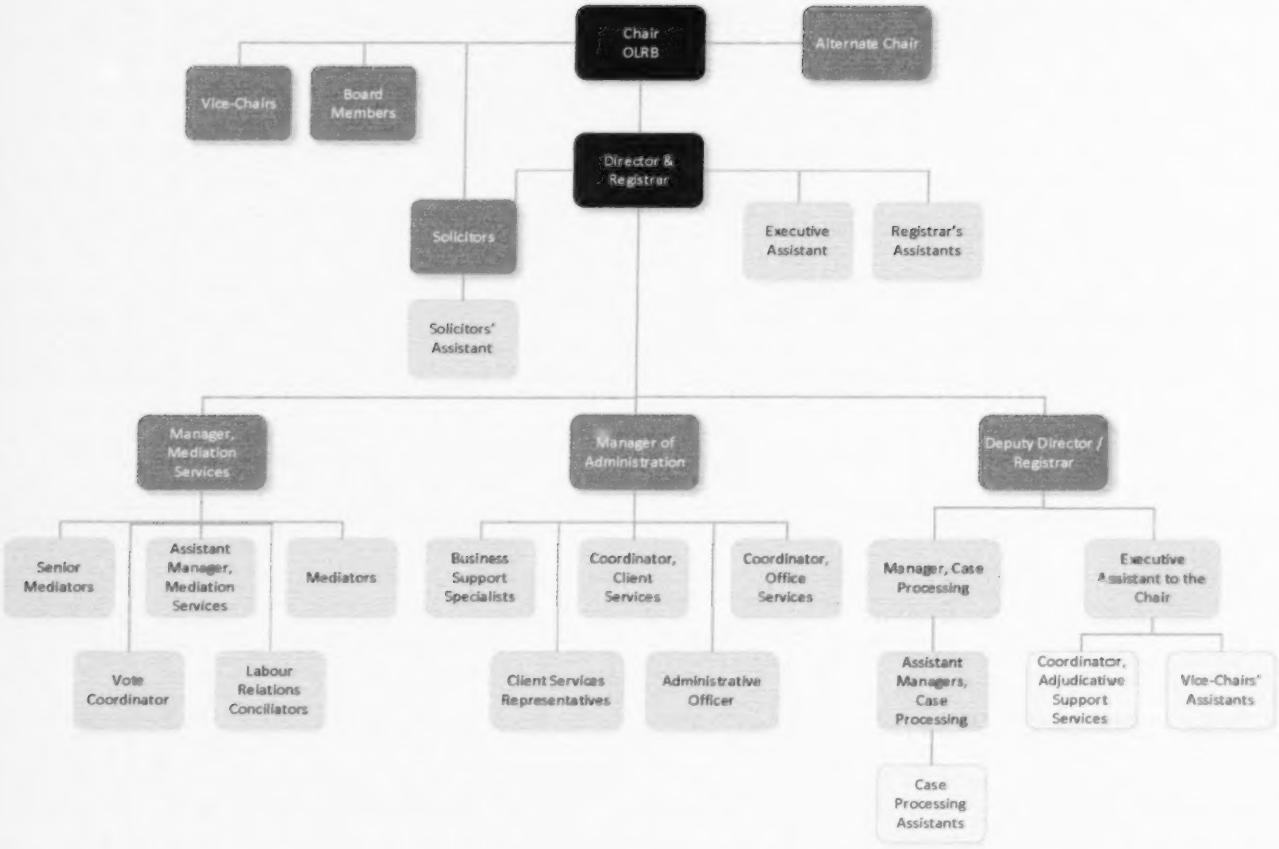
Services in IT were centralized within the Ministry of Labour and are now provided to the Board by a central help desk. Business Support Specialists at the Board maintain the systems, website and reporting services and work on major IT projects within the Board.

Legal Services

Legal Services to the Board are provided by the Solicitors' Office, which consists of two Board Solicitors. The Solicitors provide legal research, advice, opinions and memoranda to the Chair, Vice-Chairs, Board Members, Mediators and administrative staff.

They are extensively involved in changes to the Board's Rules of Procedure and forms and contribute to the continuing education of staff. The Solicitors are the Board's media spokespersons and handle all inquiries, investigations and complaints under freedom of information or human rights legislation and from Ombudsman Ontario. The Board's Solicitors also represent the Board in court proceedings, including applications for judicial review.

Organizational Chart



Operational Performance

A new electronic case management system was implemented at the end of July, 2014 and improvements are expected to continue over the next year or two which will enhance the Board's ability to report its activity. A project to develop and implement e-filing at the Board, including the modernization of all forms, began in late 2016 with an estimated completion date in 2017.

Case Numbers and Disposition

Overall, the Board received 3274 new applications this year. This number is lower than last year by 137 cases. 1923 additional cases remained open from previous years and 883 cases were re-opened*, for a total number of files processed before the Board this year of 6080. (Figures 1 and 2) Of the 6080 files before the Board, 4336 were disposed of** (with/without a hearing), for example, by final decision, settlement, withdrawal or abandonment. Consequently, 1744 cases were carried into 2017/18. The number of cases carried over was down 179 cases from the number carried over in 2015/2016. (The Board's case management system records cases which are adjourned sine die as "active" until the adjournment period expires and the file is then closed. In the past, the files were immediately closed when adjourned sine die.) The Board continues to work toward its goal to increase the number of cases disposed of in a year, and to that end we look for better ways to case manage, schedule, and deploy our resources.

Of disposed cases, 41% were completed within approximately 90 calendar days of application receipt and about 57% were completed within five months. (Figure 15)

*Files are re-opened for various reasons including when an application for reconsideration is received or a dispute arises regarding the implementation of a settlement. The category of "re-opened" files is a result of the new case management system.

**In Figure 1, the Total Closed column reflects the activity on a file: a file may have been closed more than once. In Figure 3, the Total Closed column reflects the final disposition of an individual case before hearing. Each unique case is only recorded as closed once.

Total Applications Received, Disposed and Pending

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Totals:	3,274	883	1,923	6,080	4,336	1,064	660	159	2,275	13	3	2	160	1,744
Accreditation (Construction)	8	0	3	11	7	6	0	0	1	0	0	0	0	4
Certification	641	411	430	1,482	1,044	630	170	16	209	1	0	0	18	438
Certification (Construction - Card Based)	308	253	259	820	556	347	59	7	130	0	0	0	13	264
Certification (Construction)	39	17	30	86	55	11	24	1	18	0	0	0	1	31
Certification (Construction - Open Period)	26	5	24	55	40	20	8	2	9	0	0	0	1	15
Certification (Industrial)	268	136	117	521	393	252	79	6	52	1	0	0	3	128
Colleges Collective Bargaining Act	13	0	2	15	1	0	1	0	0	0	0	0	0	14
Certification	2	0	1	3	0	0	0	0	0	0	0	0	0	3
Violation of Colleges Collective Bargaining Act	11	0	1	12	1	0	1	0	0	0	0	0	0	11
Construction Grievance	797	188	332	1,317	970	212	32	10	607	2	0	0	107	347
Employment Standards	722	94	345	1,161	919	72	149	77	613	7	0	1	0	242
Employment Standards - Appeal (Director)	36	5	29	70	57	6	14	7	27	3	0	0	0	13
Employment Standards - Appeal (Employee)	252	37	131	420	323	31	60	12	219	0	0	1	0	97
Employment Standards - Appeal (Employer)	431	51	185	667	537	35	74	57	367	4	0	0	0	130
Referral under Employment Standards Act	2	0	0	2	0	0	0	0	0	0	0	0	0	2
Void Settlement – ES or EPFNA	1	1	0	2	2	0	1	1	0	0	0	0	0	0
Essential Services	3	0	2	5	4	1	0	0	3	0	0	0	0	1
Essential Services - Crown Employees	0	0	1	1	1	0	0	0	1	0	0	0	0	0
Essential Services Agreement - Ambulance	3	0	1	4	3	1	0	0	2	0	0	0	0	1
Health & Safety Appeals	53	11	60	124	80	0	7	8	63	0	0	0	2	44
Appeal of Inspector's Order	43	8	59	110	67	0	2	5	58	0	0	0	2	43
Suspension of Order	10	3	1	14	13	0	5	3	5	0	0	0	0	1
Interim Order	30	9	7	46	45	5	8	1	29	0	0	0	2	1
Jurisdictional Dispute	38	13	126	177	123	5	71	1	39	0	3	0	4	54
Jurisdictional Dispute	0	8	79	87	78	1	60	0	15	0	2	0	0	9
Jurisdictional Dispute (Construction)	32	5	44	81	42	4	11	1	22	0	0	0	4	39
Jurisdictional Dispute (Industrial)	6	0	3	9	3	0	0	0	2	0	1	0	0	6
Ministerial Referrals	2	0	5	7	6	0	0	1	2	3	0	0	0	1
Ministerial Referral (General)	1	0	3	4	4	0	0	1	1	2	0	0	0	0
Ministerial Referral (HLDAA)	1	0	2	3	2	0	0	0	1	1	0	0	0	1
Public Sector Labour Relations Transition Act	10	1	12	23	10	2	3	1	4	0	0	0	0	13
PSLRTA (Bargaining Units/Bargaining Agents)	10	1	11	22	9	2	2	1	4	0	0	0	0	13
PSLRTA (Other)	0	0	1	1	1	0	1	0	0	0	0	0	0	0
Sale of Business/Related Employer	95	16	128	239	142	42	9	3	81	0	0	0	7	97
School Board Collective Bargaining Act	1	0	0	1	1	0	1	0	0	0	0	0	0	0
Termination	89	12	45	146	98	47	27	5	19	0	0	0	0	48
Non-Construction Employer - Termination	2	0	7	9	8	5	0	1	2	0	0	0	0	1
Termination (Industrial)	44	3	12	59	31	19	7	1	4	0	0	0	0	28
Termination – Other (Non Vote-Based)	6	3	7	16	12	0	6	1	5	0	0	0	0	4
Termination (Construction - Open Period)	35	4	14	53	43	23	13	2	5	0	0	0	0	10
Termination (Construction)	2	2	5	9	4	0	1	0	3	0	0	0	0	5
Unfair Labour Practices	496	103	348	947	600	22	149	23	386	0	0	1	19	347
Duty of Fair Referral	8	3	7	18	12	0	9	0	2	0	0	1	0	6
Duty of Fair Representation	183	45	93	321	220	6	97	14	101	0	0	0	2	101
Failure to Comply with Settlement	18	1	8	27	19	3	3	0	13	0	0	0	0	8
Unfair Labour Practice	252	49	236	537	316	12	33	9	246	0	0	0	16	221
Unfair Labour Practice (Bad Faith)	27	3	2	32	23	1	4	0	17	0	0	0	1	9
Unlawful Lockout	3	2	1	6	5	0	3	0	2	0	0	0	0	1
Unlawful Strike	5	0	1	6	5	0	0	0	5	0	0	0	0	1
Unlawful Reprisals	226	24	59	309	240	7	22	13	198	0	0	0	0	69
Health and Safety - Inspector Referral	37	2	7	46	40	0	3	1	36	0	0	0	0	6
Health and Safety Reprisal	182	21	49	252	191	7	19	8	157	0	0	0	0	61
Long Term-Care Homes Act	1	0	0	1	0	0	0	0	0	0	0	0	0	1
Public Inquiries Act	2	0	0	2	2	0	0	2	0	0	0	0	0	0
Public Service of Ontario Act	2	0	0	2	2	0	0	2	0	0	0	0	0	0
Reprisal - Environmental Bill of Rights Act	0	0	1	1	1	0	0	0	1	0	0	0	0	0
Reprisal - Environmental Protection Act	1	0	1	2	1	0	0	0	1	0	0	0	0	1
Smoke-Free Ontario Act	1	1	1	3	3	0	0	0	3	0	0	0	0	0
Votes	16	1	3	20	14	6	7	0	1	0	0	0	0	6
Last Offer Vote	16	1	3	20	14	6	7	0	1	0	0	0	0	6
Misc.	34	0	16	50	32	7	4	0	20	0	0	0	1	18
Consent to Institute Prosecution	1	0	0	1	1	0	0	0	1	0	0	0	0	0
Early Termination of Collective Agreement	3	0	0	3	2	2	0	0	0	0	0	0	0	1
Employee Status	4	0	6	10	6	0	3	0	3	0	0	0	0	4
Failure to Furnish Financial Statement	4	0	1	5	2	0	0	0	2	0	0	0	0	3
First Agreement Arbitration Direction	10	0	7	17	13	2	1	0	9	0	0	0	1	4
Foreign Nationals - Appeal	3	0	0	3	2	0	0	0	2	0	0	0	0	1
Project Agreement	3	0	1	4	2	0	0	0	2	0	0	0	0	2
Religious Exemption	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sector Dispute (Construction)	2	0	1	3	1	0	0	0	1	0	0	0	0	2
Successor Trade Union	4	0	0	4	3	3	0	0	0	0	0	0	0	1

Figure 1

Applications Received and Disposed of - 5 Year Comparison

The majority of cases filed in 2016/17 fall under five main categories:

1. Under the *Labour Relations Act*, Certification and Termination of bargaining rights – 643 applications for certification and 89 applications for termination of bargaining rights.

2. Contraventions of the LRA (496) and the *Colleges Collective Bargaining Act* (11).

3. Under the LRA, Referrals of Construction Industry Grievances – 797.

4. Under the ESA, Appeals of decisions of Employment Standards Officers – 722.

5. Under the OHSA, Complaints under s. 50 and Appeals of Inspector's orders – 272.

The number of applications for certification and termination of bargaining rights was 732 which is lower this year over last by 25 cases.

Complaints of the contravention of the *Labour Relations Act* (section 96) fell by 10 applications. Complaints of contraventions of the *Colleges Collective Bargaining Act* rose by 9.

The number of construction grievances filed (797) was down from last year by 57; this is the lowest number of grievances filed in the past five years.

The number of Employment Standards appeals declined to 722 dropping by 51 from the year before, also the lowest in the last five years.

Complaints under the *Occupational Health and Safety Act* with respect to reprisals in the workplace increased fairly significantly from 177 last year to 219. Of the 219 applications filed this year, 37 were referred by inspectors. (Figure 2) Appeals (including suspension applications) of health and safety inspectors' orders declined to the lowest level in five years at 53.

Fiscal Years 2012-13 to 2016-17	Number Received, Fiscal Year						Number Disposed of, Fiscal Year					
	Total	2012-13	2013-14	2014-15	2015-16	2016-17	Total	2012-13	2013-14	2014-15	2015-16	2016-17
Type of Case	**17,950**	**3,838**	**3,636**	**3,791**	**3,411**	**3,274**	**20,256**	**4,109**	**3,864**	**3,983**	**3,964**	**4,336**
Accreditation (Construction)	**16**	2	-	2	4	[illegible]	**16**	2	4	-	3	7
Certification	**3,376**	719	698	632	684	643	**4,174**	669	742	901	818	1,044
College Vote	**2**	-	-	2	-	-	**3**	-	-	3	-	-
Consent to Institute Prosecution	**6**	3	1	-	1	1	**7**	3	2	-	1	1
Construction Grievance	**4,583**	949	987	996	854	797	**4,962**	976	996	1,072	948	970
Contravention of Act	**1,202**	687	515	-	-	-	**1,360**	735	625	-	-	-
Duty of Fair Referral	**29**	-	-	9	12	8	**26**	-	-	2	12	12
Duty of Fair Representation	**524**	-	-	167	174	183	**556**	-	-	152	184	220
Early Termination of Collective Agreement	**28**	7	7	8	3	3	**27**	7	5	9	4	2
Employee Status	**41**	13	9	7	8	4	**46**	15	7	8	10	6
Employment Standards (Appeal)	**3,945**	743	730	977	773	722	**4,487**	987	721	816	1,044	919
Essential Services - Crown Employees	**6**	-	-	4	2	-	**7**	-	-	1	5	1
Essential Services Agreement - Ambulance	**15**	5	1	3	3	3	**14**	4	1	4	2	3
Exemption From Union Security Provision in Collective Agreement	**3**	2	1	-	-	-	**10**	10	-	-	-	-
Failure to Comply with Settlement	**44**	-	-	15	11	18	**47**	-	-	16	12	19
Failure to Furnish Financial Statement	**12**	2	4	-	2	4	**9**	1	4	1	1	2
First Agreement Arbitration Direction	**54**	12	13	6	13	10	**66**	20	11	13	9	13
Foreign Nationals - Appeal	**4**	-	-	1	-	3	**6**	-	-	4	-	2
Health and Safety - Appeals	**417**	94	92	105	73	53	**453**	99	99	83	92	80
Health and Safety - Inspector Referrals	**66**	-	-	14	15	37	**68**	-	-	16	12	40
Health and Safety - Reprisals	**898**	207	179	168	162	182	**908**	212	174	161	170	191
Inadequate Financial Statement	**1**	-	-	-	1	-	**1**	-	-	-	1	-
Interim Order	**86**	-	-	31	25	30	**98**	-	-	31	22	45
Jurisdictional Dispute	**299**	73	52	75	61	38	**456**	77	103	91	62	123
Last Offer Vote	**57**	9	12	14	6	16	**58**	8	12	16	8	14
Ministerial Referrals	**24**	6	6	4	6	2	**29**	8	5	7	3	6
Other Case Types	**34**	21	13	-	-	-	**34**	16	18	-	-	-
Project Agreement	**8**	2	1	1	1	3	**11**	2	3	2	2	2
Public Sector Labour Relations Transition Act	**58**	12	13	17	6	10	**57**	7	20	13	7	10
Religious Exemption	**2**	-	-	2	-	-	**3**	-	-	2	1	-
Reprisal - Environmental Bill of Rights Act	**6**	3	1	1	1	-	**7**	4	1	1	-	1
Reprisal - Environmental Protection Act	**2**	-	-	-	1	1	**1**	-	-	-	-	1
Right of Access	**2**	2	-	-	-	-	**2**	1	1	-	-	-
Sale of Business/Related Employer	**627**	129	135	150	118	95	**714**	143	126	150	153	142
School Board Collective Bargaining Act	**8**	-	-	7	-	1	**8**	-	-	4	3	1
Sector Dispute (Construction)	**12**	2	4	1	3	2	**11**	3	2	2	3	1
Successor Trade Union	**49**	3	29	2	11	4	**51**	4	22	11	11	3
Termination	**470**	119	118	70	74	89	**490**	84	146	83	79	98
Unfair Labour Practice	**862**	-	-	290	293	279	**909**	-	-	297	273	339
Unlawful Lockout	**13**	1	5	-	4	3	**14**	1	4	1	3	5
Unlawful Reprisal - Long Term-Care Homes Act	**1**	-	-	-	-	1	**0**					0
Unlawful Reprisal - Public Inquiries Act	**2**	-	-	-	-	2	**2**					2
Act	**4**	-	-	2	-	2	**4**	-	-	1	1	2
Unlawful Reprisal - Smoke-Free Ontario Act	**5**	2	-	1	1	1	**6**	2	-	1	-	3
Unlawful Strike	**36**	9	10	7	5	5	**37**	9	10	8	5	5
Violation of Colleges Collective Bargaining Act	**11**	-	-	-	-	11	**1**					1

Figure 2

Cases Resolved Without a Final Hearing

Mediators are assigned to virtually every application filed with the Board and the majority of all files disposed of are resolved without the need for litigation at a hearing before the Board. This past year, almost 88% of all individual files closed were resolved without a final hearing including those settled or withdrawn through mediation.

Case Type Description	Total Closed	Settled	% of Cases Settled	To Final Hearing/ Consultation
Totals	4,316	3,794	87.9%	521
Certification	**1,044**	**898**	**86.0%**	**146**
Certification (Construction - Card-Based)	556	455	81.8%	101
Certification (Construction)	55	44	80.0%	11
Certification (Construction - Open Period)	40	38	95.0%	2
Certification (Industrial)	393	361	91.9%	32
Colleges Collective Bargaining Act	**1**	**1**	**100.0%**	**0**
Certification	0	0	0.0%	0
Violation of Colleges Collective Bargaining Act	1	1	100.0%	0
Construction Grievance	**970**	**897**	**92.5%**	**73**
Employment Standards	**919**	**820**	**89.2%**	**99**
Employment Standards - Appeal (Director)	57	45	78.9%	12
Employment Standards - Appeal (Employee)	323	283	87.6%	40
Employment Standards - Appeal (Employer)	537	490	91.2%	47
Void Settlement - ES or EPFNA	2	2	100.0%	0
Essential Services	**4**	**4**	**100.0%**	**0**
Essential Services - Crown Employees	1	1	100.0%	0
Essential Services Agreement - Ambulance	3	3	100.0%	0
Health & Safety Appeals	**80**	**79**	**98.8%**	**1**
Interim Order	**45**	**41**	**91.1%**	**4**
Jurisdictional Dispute	**123**	**78**	**63.4%**	**45**
Jurisdictional Dispute	78	46	59.0%	32
Jurisdictional Dispute (Construction)	42	30	71.4%	12
Jurisdictional Dispute (Industrial)	3	2	66.7%	1
Ministerial Referrals	**6**	**4**	**66.7%**	**2**
Ministerial Referral (General)	4	3	75.0%	1
Ministerial Referral (HLDAA)	2	1	50.0%	1
Public Sector Labour Relations Transition Act	**10**	**8**	**80.0%**	**2**
PSLRTA (Bargaining Units/Bargaining Agents)	9	8	88.9%	1
PSLRTA (Other)	1	0	0.0%	1
Sale of Business/Related Employer	**142**	**110**	**77.5%**	**32**
School Board Collective Bargaining Act	**1**	**0**	**0.0%**	**1**
Termination	**98**	**69**	**70.4%**	**29**
Non-Construction Employer - Termination	8	3	37.5%	5
Termination (Industrial)	31	25	80.6%	6
Termination - Other (Non Vote-Based)	12	9	75.0%	3
Termination (Construction)	4	4	100.0%	0
Termination (Construction - Open Period)	43	28	65.1%	15
Unfair Labour Practices	**600**	**531**	**88.5%**	**69**
Duty of Fair Referral	12	9	75.0%	3
Duty of Fair Representation	220	193	87.7%	27
Failure to Comply with Settlement	19	17	89.5%	2
Unfair Labour Practice	339	303	89.4%	36
Unlawful Lockout	5	4	80.0%	1
Unlawful Strike	5	5	100.0%	0
Unlawful Reprisals	**240**	**229**	**95.4%**	**11**
Health and Safety - Inspector Referral	40	39	97.5%	1
Health and Safety - Reprisal	191	181	94.8%	10
Public Inquiries Act	2	2	100.0%	0
Public Service of Ontario Act	2	2	100.0%	0
Reprisal - Environmental Bill of Rights Act	1	1	100.0%	0
Reprisal - Environmental Protection Act	1	1	100.0%	0
Smoke-Free Ontario Act	3	3	100.0%	0
Misc	**32**	**25**	**78.1%**	**7**
Consent to Institute Prosecution	1	1	100.0%	0
Early Termination of Collective Agreement	2	2	100.0%	0
Employee Status	6	3	50.0%	3
Failure to Furnish Financial Statement	2	2	100.0%	0
First Agreement Arbitration Direction	13	9	69.2%	4
Foreign Nationals - Appeal	2	2	100.0%	0
Project Agreement	2	2	100.0%	0
Sector Dispute (Construction)	1	1	100.0%	0
Successor Trade Union	3	3	100.0%	0

Figure 3

Certification and Termination of Bargaining Rights Cases under the Labour Relations Act

All non-construction certification applications before the Board are decided by way of a vote, as are all termination applications, whether in the construction sector or not. The vast majority of construction certification applications are decided by a "card-check" process and not by vote. As such, the statistics shown about certification votes normally apply almost exclusively to non-construction sectors and to termination applications.

The Board received a total of 643 applications for certification and 89 applications for termination of bargaining rights. (Figure 1)

The Board held a total of 308 votes in 2016/2017, with 11,299 ballots cast and counted. The vast majority of these votes relate to certification files; the remainder are representational votes in termination applications, under the successor employer/related employer provisions of the Act or are votes related to Hospital, School Board and Municipal re-organization. Of cases disposed of during 2016/17, the majority of certification applications were successful as were the majority of termination applications. (Figure 5)

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Totals:	732	423	476	1,631	1,142	677	197	21	228	1	0	0	18	489
Certification	643	411	431	1,485	1,044	630	170	16	209	1	0	0	18	441
Certification (Construction - Card Based)	308	253	259	820	556	347	59	7	130	0	0	0	13	264
Certification (Construction)	39	17	30	86	55	11	24	1	18	0	0	0	1	31
Certification (Construction - Open Period)	26	5	24	55	40	20	8	2	9	0	0	0	1	15
Certification (Industrial)	270	136	118	524	393	252	79	6	52	1	0	0	3	131
Termination	89	12	45	146	98	47	27	5	19	0	0	0	0	48
Non-Construction Employer - Termination	2	0	7	9	8	5	0	1	2	0	0	0	0	1
Termination (Industrial)	44	3	12	59	31	19	7	1	4	0	0	0	0	28
Termination – Other (Non Vote-Based)	6	3	7	16	12	0	6	1	5	0	0	0	0	4
Termination (Construction - Open Period)	35	4	14	53	43	23	13	2	5	0	0	0	0	10
Termination (Construction)	2	2	5	9	4	0	1	0	3	0	0	0	0	5

Figure 4

	Representation Cases Disposed			Representation Votes Conducted*		Representation Ballots Cast		
	Totals	Granted	Not Granted	Votes Conducted	Employees on Employers List	Total	In Favour of	Against
Totals	**927**	**528**	**399**	**308**	**14,926**	**11,299**	**57.2%**	**42.8%**
Certifications:	**885**	**505**	**380**	**280**	**14,069**	**10,426**	**58.8%**	**41.2%**
Construction:	**526**	**293**	**233**	**30**	**1,031**	**464**	**36.6%**	**63.4%**
One Union	**377**	228	149	11	181	127	44.9%	55.1%
Two Unions	**134**	59	75	19	850	337	33.5%	66.5%
Three Unions	**15**	6	9					
Industrial:	**359**	**212**	**147**	**250**	**13,038**	**9,962**	**59.8%**	**40.2%**
One Union	**309**	183	126	217	10,740	7,221	61.6%	38.4%
Two Unions	**46**	27	19	29	2,138	2,655	54.5%	45.5%
Three Unions	**4**	2	2	4	160	86	68.5%	31.4%
Termination:								
One Union	**42**	23	19	28	857	873	38.1%	61.9%

* Refers to all representation votes conducted and the results counted during the fiscal year, regardless of whether or not the case was disposed of during the year

Figure 5

Of the 454 cases in which certificates were issued, 273 bargaining units were composed of 2 - 9 employees (231 of those were in the construction industry), and at the other extreme five were bargaining units of over 200 employees (only in the industrial setting). (Figure 6)

	Total		Construction		Industrial	
Employees	Cases	Employees	Cases	Employees	Cases	Employees
Total:	**454**	**9,948**	**283**	**2,015**	**171**	**7,933**
2-9	**273**	**1,137**	231	897	42	240
10-19	**69**	**912**	40	516	29	396
20-39	**48**	**1,395**	9	254	39	1,141
40-99	**49**	**3,080**	2	124	47	2,956
100-199	**10**	**1,480**	0	0	10	1,480
200-499	**4**	**929**	1	224	3	705
500 +	**1**	**1,015**	0	0	1	1,015

Figure 6

Of the non-construction certification applications, a minority were in the manufacturing industry and the majority related to the broader public sector, service and non-manufacturing industries (Figure 7)

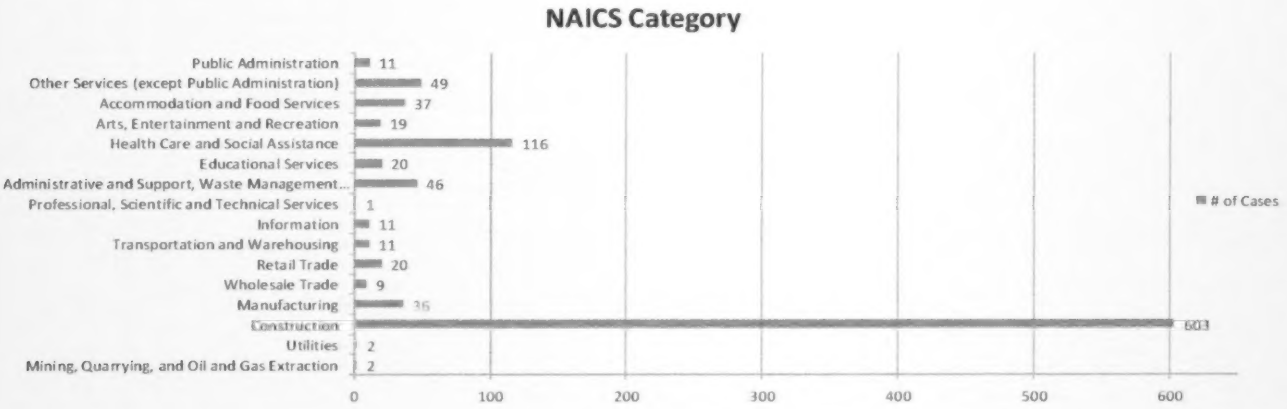


Figure 7

Almost 95% of all non-construction certification votes were held within five working days of application and 97.5% were held within seven days. Non-construction termination applications took slightly longer, largely because of bargaining unit and notice issues: 89.5% were held within five days of application, 97.4% within seven days of application. (Figure 8)

	Certification						Termination					
	Total		Industrial		Construction		Total		Industrial		Construction	
Number of Days	Cases	% of	Cases	% of	Cases	% of	Cases	% of	Cases	% of	Cases	% of
	340		**275**		**65**		**73**		**38**		**35**	
< 5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5	263	77.4%	261	94.9%	2	3.1%	42	57.5%	34	89.5%	8	22.9%
6	23	84.1%	3	96.0%	20	33.8%	15	78.1%	1	92.1%	14	62.9%
7	18	89.4%	4	97.5%	14	55.4%	9	90.4%	2	97.4%	7	82.9%
8	7	91.5%	0	97.5%	7	66.2%	3	94.5%	0	97.4%	3	91.4%
9	10	94.4%	1	97.8%	9	80.0%	3	98.6%	0	97.4%	3	100.0%
10	0	94.4%	0	97.8%	0	80.0%	0	98.6%	0	97.4%	0	100.0%
11-15	3	95.3%	1	98.2%	2	83.1%	0	98.6%	0	97.4%	0	100.0%
16-20	2	95.9%	2	98.9%	0	83.1%	0	98.6%	0	97.4%	0	100.0%
21+	14	100.0%	3	100.0%	11	100.0%	1	100.0%	1	100.0%	0	100.0%

Figure 8

Contravention of the Act

Complaints alleging contravention of the Labour Relations Act may be filed with the Board under section 96 of the Act.

In 2016-2017, the Board received 496 complaints under this section, a decrease of one from last year (Figure 2). In complaints against employers, the principal charges were alleged illegal discharge of or discrimination against employees for union activity in violation of section 70 and 72 of the Act, illegal changes in wages and working conditions contrary to section 86, and failure to bargain in good faith under section 17. These charges were made mostly in connection with applications for certification. The principal charge against trade unions was alleged failure to represent employees fairly in grievances against their employer.

Overall, in addition to the complaints received, 348 cases were carried over from 2015-2016 and 103 were re-opened. Of the 947 cases processed, there were 600 file closures, 347 cases were pending on March 31, 2017 (Figure 1). Of 600 files closed on a final basis, approximately 88% were resolved without a final hearing. (Figure 9)

Duty of Fair Representation / Referral

Complaints against trade unions for a breach of the duty to provide fair representation or referral (ss. 74 and 75 LRA) numbered 191. Six were granted, 97 were dismissed and 14 were terminated. Of 220 individual duty of fair representation files closed, 88% were resolved without a final hearing. Of 12 duty of fair referral files closed, 75% of closed duty of fair referrals were resolved without a final hearing. Only 30 of both case types proceeded to a determination following a final consultation/hearing. (Figure 3) 107 were pending as of March 31, 2017. (Figure 9)

Declaration/Direction of Unlawful Strike/Lock-out

In 2016/2017, the Board received five applications and one file was carried over seeking a declaration under section 100 regarding an alleged unlawful strike by employees. Five cases settled without a final hearing and one was pending on March 31, 2017.

Three applications for a declaration under section 101 regarding an alleged unlawful lock-out by an employer were received bringing the caseload to six in 2016/17. Five were resolved without a final hearing. Three were dismissed and one was pending at the end of the year. (Figure 9)

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Unfair Labour Practices	**496**	**103**	**348**	**947**	**600**	**22**	**149**	**23**	**386**	**0**	**0**	**1**	**19**	**347**
Duty of Fair Referral	**8**	3	7	**18**	**12**	0	9	0	2	0	0	1	0	**6**
Duty of Fair Representation	**183**	45	93	**321**	**220**	6	97	14	101	0	0	0	2	**101**
Failure to Comply with Settlement	**18**	1	8	**27**	**19**	3	3	0	13	0	0	0	0	**8**
Unfair Labour Practice	**252**	49	236	**537**	**316**	12	33	9	246	0	0	0	16	**221**
Unfair Labour Practice (Bad Faith)	**27**	3	2	**32**	**23**	1	4	0	17	0	0	0	1	**9**
Unlawful Lockout	**3**	2	1	**6**	**5**	0	3	0	2	0	0	0	0	**1**
Unlawful Strike	**5**	0	1	**6**	**5**	0	0	0	5	0	0	0	0	**1**

Figure 9

Applications for Interim Order

Where a proceeding is pending, the Board, on application under the Act and the Occupational Health and Safety Act, may make interim orders requiring an employer to reinstate an employee in employment on such terms as it considers appropriate. The Board may also issue interim orders respecting the terms and conditions of employment of an employee whose employment has not been terminated but whose terms and conditions of employment have been altered or who has been subject to reprisal, penalty or discipline by the employer. The Board may only issue interim orders if specific conditions set out in the Act are met.

In 2016/2017, the Board received 30 applications for interim orders. During the year, five interim orders were granted, eight were dismissed and one was terminated. Forty-one files were resolved without a final hearing. One was pending on March 31, 2017 (Figure 1).

Construction Industry Grievances

Grievances over alleged violations of the provisions of a collective agreement in the construction industry may be referred to the Board for resolution under section 133 of the Act.

In 2016-2017, the Board received 797 cases under this section. (Figure 1) The principal issues in these grievances were alleged failure by employers to make required contributions to health and welfare, pension and vacation funds, failure to deduct union dues, and alleged violation of the subcontracting and hiring arrangements in the collective agreement.

In addition to the cases received, 332 were carried over from 2015-2016 and 188 were re-opened. Of the total 1,317 processed, there were 970 individual files closed. 212 cases were granted or partially granted, 32 cases were dismissed, 10 were terminated and 897 individual files or 92.5% were resolved without a final hearing. 107 cases were pending determination on another file on March 31, 2017 and 347 cases were pending at the end (Figure 1)

Appeals under the Employment Standards Act

The Employment Standards Act deals with workplace rights such as minimum wage, hours of work, overtime, vacation or public holiday pay, violations of pregnancy or reprisal provisions, termination issues, and severance pay.

The Board dealt with 1,161 cases during 2016-2017, which includes 722 new cases filed, 345 cases from the previous year and 94 re-opened files. Of the 919 case closures, 72 were granted, 149 were dismissed, and 77 were terminated. 242 cases were pending on March 31, 2017. (Figure 11) Almost 60% of the appeals were filed by the employer (Figure 10). 89% or 820 of individual cases closed were resolved without a hearing and 99 cases went to a final hearing. (Figure 3)

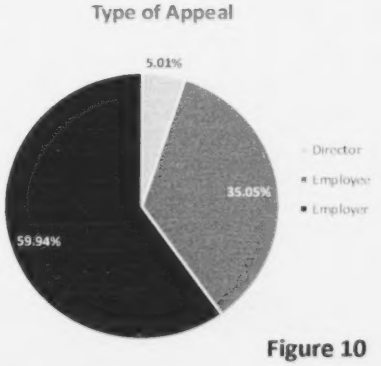


Figure 10

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Employment Standards	**722**	**94**	**345**	**1,161**	**919**	**72**	**149**	**77**	**613**	**7**	**0**	**1**	**0**	**242**
Employment Standards - Appeal (Director)	**36**	5	29	**70**	**57**	6	14	7	27	3	0	0	0	**13**
Employment Standards - Appeal (Employee)	**252**	37	131	**420**	**323**	31	60	12	219	0	0	1	0	**97**
Employment Standards - Appeal (Employer)	**431**	51	185	**667**	**537**	35	74	57	367	4	0	0	0	**130**
Referral under Employment Standards Act	**2**	0	0	**2**	**0**	0	0	0	0	0	0	0	0	**2**
Void Settlement – ES or EPFNA	**1**	1	0	**2**	**2**	0	1	1	0	0	0	0	0	**0**

Figure 11

Occupational Health and Safety Act

Appeals under the Occupational Health and Safety Act

The Occupational Health and Safety Act and its regulations ensure that workers' health and safety in the workplace is protected. Violations of the Act are investigated by health and safety inspectors from the Ministry of Labour; orders or decisions of inspectors are the subject of appeals to the Ontario Labour Relations Board.

One hundred and twenty-four appeals, including applications for suspensions, were dealt with by the Board in 2016/2017. No appeals were granted, seven were dismissed, 63 cases were settled, eight cases were terminated and 44 cases were pending on March 31, 2017. (Figure 12) Of 80 individual files closed, 98.8% were resolved prior to a hearing and only one was scheduled for final hearing. (Figure 3)

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Health & Safety Appeals	**53**	**11**	**60**	**124**	**80**	**0**	**7**	**8**	**63**	**0**	**0**	**0**	**2**	**44**
Appeal of Inspector's Order	**43**	8	59	**110**	**67**	0	2	5	58	0	0	0	2	**43**
Suspension of Order	**10**	3	1	**14**	**13**	0	5	3	5	0	0	0	0	**1**

Figure 12

Unlawful Reprisals

Health and Safety Reprisals

In 2016/2017, the Board received 219 complaints under Section 50 of the Occupational Health and Safety Act alleging wrongful discipline or discharge for acting in compliance with the Act. Fifty-six cases were carried over from 2015-16 and 23 were re-opened for a total of 298 cases. (Figure 13) Thirty-seven of the applications filed in 2016/17 were referred by health and safety inspectors. (Figure 13)

In 2016-2017 the Board also received seven reprisal complaints alleging wrongful discipline or discharge for acting in compliance with a number of other statutes. (Figure 13) Of the total 240 individual cases closed, 229 cases (95.4%) were resolved by the parties prior to a final hearing (Figure 3). Thirty-five cases were dismissed or terminated, and seven were granted. Sixty-nine cases were pending on March 31, 2017. (Figure 13)

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Unlawful Reprisals	**226**	**24**	**59**	**309**	**240**	**7**	**22**	**13**	**198**	**0**	**0**	**0**	**0**	**69**
Health and Safety - Inspector Referral	**37**	2	7	**46**	**40**	0	3	1	36	0	0	0	0	**6**
Health and Safety Reprisal	**182**	21	49	**252**	**191**	7	19	8	157	0	0	0	0	**61**
Long Term-Care Homes Act	**1**	0	0	**1**	**0**	0	0	0	0	0	0	0	0	**1**
Public Inquiries Act	**2**	0	0	**2**	**2**	0	0	2	0	0	0	0	0	**0**
Public Service of Ontario Act	**2**	0	0	**2**	**2**	0	0	2	0	0	0	0	0	**0**
Reprisal - Environmental Bill of Rights Act	**0**	0	1	**1**	**1**	0	0	0	1	0	0	0	0	**0**
Reprisal - Environmental Protection Act	**1**	0	1	**2**	**1**	0	0	0	1	0	0	0	0	**1**
Smoke-Free Ontario Act	**1**	1	1	**3**	**3**	0	0	0	3	0	0	0	0	**0**

Figure 13

Other Applications

Jurisdictional Disputes

177 applications were before the Board under section 99 of the Act involving union work jurisdiction. Five applications were granted, seventy-one cases were dismissed, one was terminated and 54 cases were pending on March 31, 2017. (Figure 14) Seventy-eight individual cases closed were resolved prior to a final hearing date (Figure 3).

Case Type Description	Total Received	Re-Opened	Pending April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld	Pending	Pending March 31st, 2017
Jurisdictional Dispute	**38**	**13**	**126**	**177**	**123**	**5**	**71**	**1**	**39**	**0**	**3**	**0**	**4**	**54**
Jurisdictional Dispute	**0**	8	79	**87**	**78**	1	60	0	15	0	2	0	0	**9**
Jurisdictional Dispute (Construction)	**32**	5	44	**81**	**42**	4	11	1	22	0	0	0	4	**39**
Jurisdictional Dispute (Industrial)	**6**	0	3	**9**	**3**	0	0	0	2	0	1	0	0	**6**

Figure 14

Essential Services

No applications were received under the Crown Employees Collective Bargaining Act in 2016/17 and one was carried over from the previous year and was settled without a final hearing. Three cases were received under the Ambulance Services Collective Bargaining Act and one was pending from the previous year. One case was granted, one remained pending at the end of the year and two were resolved without a final hearing. (Figure 15)

Last Offer Votes

The Minister of Labour requests the Board to conduct votes among employees on employers' last offers for settlement of a collective agreement dispute under section 42(1) of the Act. Although the Board is not responsible for the administration of votes under that section, the Board's Mediators and Labour Relations Conciliators are assigned by the Registrar to conduct these votes because of their expertise and experience in conducting representation votes under the Act.

The Board received 16 requests during the fiscal year for a total caseload of 20. The employees voted to reject the collective agreement in seven cases. One case was settled or withdrawn, six were accepted and six cases were pending on March 31, 2017. (Figure 15)

Declaration of Successor Trade Union

Four applications for declaration of successor trade union were received. Three were granted or partially granted and one case remained pending as of March 31st, 2017. (Figure 15)

Religious Exemption from Union Security Provision in Collective Agreement

There were no cases before the Board under section 52 of the Act, seeking exemption for the employee from the union security provisions of collective agreements because of their religious beliefs. (Figure 15)

Early Termination of Collective Agreements

Three applications were processed under section 58(3) of the Act, seeking early termination of collective agreements. These are joint applications by employers and trade unions. Consent was granted in two cases, with one pending on March 31, 2017. (Figure 15)

Referral on Employee Status

The Board had 10 applications before it under section 114(2) of the Act, seeking decisions on the status of individuals as employees under the Act. Six cases closed, 3 of which were resolved by the parties before a final hearing, three were dismissed and four cases were pending on March 31, 2017. (Figure 15)

Referrals by Minister of Labour

In 2016/2017, the Board dealt with seven cases including two new cases referred by the Minister under section 115 of the LRA for opinions or questions related to the Minister's authority to appoint a conciliation officer under section 18 of the Act, under sections 48 or 49 of the LRA for authority to appoint an arbitrator, or under s.3 (2) of the Hospital Labour Disputes Arbitration Act. Two applications were resolved without a hearing, one was terminated, advice was provided in three cases and one remains pending on March 31, 2017. (Figure 15)

First Agreement Arbitration

In 2016-2017, the Board processed seventeen applications for directions to settle first agreements by arbitration and four remained pending on March 31, 2017. Nine files (almost 70%) were resolved without a final hearing, two were granted and one dismissed. (Figures 15 and 3)

Applications under the Public Sector Labour Relations Transition Act

The Public Sector Labour Relations Transition Act, 1997 established a separate regime of successor rights governing matters that arise out of restructuring and amalgamations in the broader public sector. The Act gives the Board the power to determine new bargaining unit configurations, to appoint new bargaining agents, and to address other collective bargaining issues that may arise from municipal amalgamations, school board changes and hospital restructuring.

In 2016/2017, the Board processed 23 applications under the Public Sector Labour Relations Transition Act, 1997 including ten new applications. Two applications were granted, four were dismissed or terminated and 10 individual files or almost 89% were disposed of without a final hearing. Thirteen cases were pending on March 31, 2017. (Figures 15 and 3)

Colleges Collective Bargaining Act

The Colleges Collective Bargaining Act, 2008 extended collective bargaining to part-time and sessional employees of colleges of applied arts and technology. The CCBA, 2008 addresses certifications and terminations of bargaining rights, unfair labour practice complaints and provides for collective negotiation, conciliation and mediation processes that are similar to those set out in the Labour Relations Act, 1995. In 2016/2017 there were 11 applications (unfair labour practice complaints) filed and one remained pending. One case was dismissed and 11 remained pending on March 31, 2017. Two applications for certification were received and one remained pending from the previous year. One case was dismissed and two remained pending on March 31, 2017. (Figure 15)

School Boards Collective Bargaining Act, 2014

The Board received one application under s. 28(5) of the Act which was dismissed. (Figure 1)

Case Type Description	Total Received	Re-Opened Pending	April 1st, 2016	Total Caseload	Total Closed	Granted / Partially	Dismissed	Terminated	Settled, Withdrawn, Abandoned	Advice Provided	Work Upheld	Work Upheld Pending	Pending March 31st, 2017
Totals:	78	2	40	120	67	16	15	2	30	3	0	0	1	53
Colleges Collective Bargaining Act	**13**	**0**	**2**	**15**	**1**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**14**
Certification	**2**	0	1	**3**	**0**	0	0	0	0	0	0	0	0	**3**
Violation of Colleges Collective Bargaining Act	**11**	0	1	**12**	**1**	0	1	0	0	0	0	0	0	**11**
Essential Services	**3**	**0**	**2**	**5**	**4**	**1**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**1**
Essential Services - Crown Employees	**0**	0	1	**1**	**1**	0	0	0	1	0	0	0	0	**0**
Essential Services Agreement - Ambulance	**3**	0	1	**4**	**3**	1	0	0	2	0	0	0	0	**1**
Ministerial Referrals	**2**	**0**	**5**	**7**	**6**	**0**	**0**	**1**	**2**	**3**	**0**	**0**	**0**	**1**
Ministerial Referral (General)	**1**	0	3	**4**	**4**	0	0	1	1	2	0	0	0	**0**
Ministerial Referral (HLDAA)	**1**	0	2	**3**	**2**	0	0	0	1	1	0	0	0	**1**
Public Sector Labour Relations Transition Act	**10**	**1**	**12**	**23**	**10**	**2**	**3**	**1**	**4**	**0**	**0**	**0**	**0**	**13**
PSLRTA (Bargaining Units/Bargaining Agents)	**10**	1	11	**22**	**9**	2	2	1	4	0	0	0	0	**13**
PSLRTA (Other)	**0**	0	1	**1**	**1**	0	1	0	0	0	0	0	0	**0**
Votes	**16**	**1**	**3**	**20**	**14**	**6**	**7**	**0**	**1**	**0**	**0**	**0**	**0**	**6**
Last Offer Vote	**16**	1	3	**20**	**14**	6	7	0	1	0	0	0	0	**6**
Misc.	**34**	**0**	**16**	**50**	**32**	**7**	**4**	**0**	**20**	**0**	**0**	**0**	**1**	**18**
Consent to Institute Prosecution	**1**	0	0	**1**	**1**	0	0	0	1	0	0	0	0	**0**
Early Termination of Collective Agreement	**3**	0	0	**3**	**2**	2	0	0	0	0	0	0	0	**1**
Employee Status	**4**	0	6	**10**	**6**	0	3	0	3	0	0	0	0	**4**
Failure to Furnish Financial Statement	**4**	0	1	**5**	**2**	0	0	0	2	0	0	0	0	**3**
First Agreement Arbitration Direction	**10**	0	7	**17**	**13**	2	1	0	9	0	0	0	1	**4**
Foreign Nationals - Appeal	**3**	0	0	**3**	**2**	0	0	0	2	0	0	0	0	**1**
Project Agreement	**3**	0	1	**4**	**2**	0	0	0	2	0	0	0	0	**2**
Religious Exemption	**0**	0	0	**0**	**0**	0	0	0	0	0	0	0	0	**0**
Sector Dispute (Construction)	**2**	0	1	**3**	**1**	0	0	0	1	0	0	0	0	**2**
Successor Trade Union	**4**	0	0	**4**	**3**	3	0	0	0	0	0	0	0	**1**

Figure 15

Time Required to Disposed of Applications, by Major Case Type

Time Taken (Calendar Days)	All Cases		Certification		Contravention		Health & Safety		Employment Standards		Construction Industry Grievances		All Other Cases	
	Dispositions	Cumulative %	Dispositions	Cumulative %	Dispositions	Cumulative %	Dispositions	Cumulative %	Dispositions	Cumulative %	Dispositions	Cumulative %	Dispositions	Cumulative %
Total	**3834**		**1070**		**519**		**284**		**862**		**813**		**286**	
0-7	**88**	**2.3**	27	2.5	5	1.0	6	2.1	1	0.1	40	4.9	9	3.1
8-14	**245**	**8.7**	26	5.0	24	5.6	5	3.9	0	0.1	175	26.4	15	8.4
15-21	**107**	**11.5**	11	6.0	17	8.9	12	8.1	4	0.6	54	33.1	9	11.5
22-28	**115**	**14.5**	6	6.5	19	12.5	22	15.8	17	2.6	44	38.5	7	14.0
29-35	**114**	**17.4**	11	7.6	15	15.4	23	23.9	27	5.7	34	42.7	4	15.4
36-42	**145**	**21.2**	8	8.3	16	18.5	43	39.1	51	11.6	19	45.0	8	18.2
43-49	**125**	**24.5**	14	9.6	14	21.2	25	47.9	55	18.0	14	46.7	3	19.2
50-56	**118**	**27.6**	12	10.7	14	23.9	19	54.6	58	24.7	12	48.2	3	20.3
57-63	**104**	**30.3**	14	12.1	23	28.3	12	58.8	42	29.6	11	49.6	2	21.0
64-70	**115**	**33.3**	29	14.8	13	30.8	7	61.3	45	34.8	18	51.8	3	22.0
71-77	**107**	**36.1**	34	17.9	12	33.1	7	63.7	37	39.1	13	53.4	4	23.4
78-84	**100**	**38.7**	39	21.6	14	35.8	2	64.4	27	42.2	10	54.6	8	26.2
85-91	**90**	**41.0**	43	25.6	7	37.2	2	65.1	29	45.6	7	55.5	2	26.9
92-98	**85**	**43.2**	21	27.6	12	39.5	7	67.6	29	49.0	6	56.2	10	30.4
99-105	**83**	**45.4**	33	30.7	6	40.7	6	69.7	26	52.0	4	56.7	8	33.2
106-126	**178**	**50.1**	46	35.0	29	46.2	9	72.9	66	59.6	18	58.9	10	36.7
127-147	**157**	**54.1**	59	40.5	15	49.1	5	74.6	49	65.3	14	60.6	15	42.0
148-168	**110**	**57.0**	26	42.9	30	54.9	1	75.0	37	69.6	9	61.7	7	44.4
168+	**1648**	**100.0**	611	100.0	234	100.0	71	100.0	262	100.0	311	100.0	159	100.0

Figure 16

Court Activity

On April 1, 2016, there were seventeen Board matters pending before the Courts, all of them at the Divisional Court level.

During the 2016-2017 fiscal year, there were sixteen new applications for judicial review of Board decisions filed with the Divisional Court.

Twelve applications for judicial review were disposed of by the Divisional Court. Nine were dismissed on the merits; two were abandoned (*Royal Ottawa Hospital #1; IBEW v Crossby Dewar*); one matter was remitted back to the Board (*PSAC v Crown in Right of Ontario*).

Twenty-one applications for judicial review remained outstanding at Divisional Court on March 31, 2017.

Seven motions for leave to the Court of Appeal were filed during the fiscal year:

- *Toran Carpentry*
- *Cotton Inc.*
- *LIUNA (Maystar)*
- *WHD Acoustics*
- *College Employer Council*
- *Charles Zubovits*
- *Godfrey Hiamey*

Six of these motions were dismissed. *WHD Acoustics* remained pending on March 31, 2017.

One motion for leave to the Supreme Court of Canada was filed and dismissed (*Warren v NHL*).

Type of Case	Caseload			Disposed of				
	Total	Pending April 1, 2016	Received	Total	Granted	Dismissed	Abandoned	Pending March 31, 2017
Total	41	17	24	19	0	16	2	22
Divisional Court (Merits)	33	17	16	12[1]	0	9	2	21
Divisional Court (Stay)	0	0	0	0	0	0	0	0
Ontario Court of Appeal (Seeking Leave)	7	0	7	6	0	6	0	1
Ontario Court of Appeal (Merits)	0	0	0	0	0	0	0	0
Supreme Court of Canada (Seeking Leave)	1	0	1	1	0	1	0	0
Supreme Court of Canada (Merits)	0	0	0	0	0	0	0	0

[1] One matter was remitted back to the Board with no decision (PSAC v Crown in Right of Ontario)

Figure 17

Financial Position

The Board's annual operating budget is part of the Ministry's estimates and allocation process and the Board is required to report regularly on its expenditures and planned commitments.

The Deputy Minister of Labour has delegated authority for specific financial and administrative transactions to the Chair of the Board, the Director and Managers.

The OLRB is subject to audit review and expenditure constraints and its managers are accountable for following established management practices and using public resources for authorized purposes.

Salary expenditures were less than expected due to staff vacancies and consequent recruitment initiatives. Throughout the budget year, services expenses were higher than expected largely due to increased IT costs related to the Board's IT initiatives and the continued utilization of tri-partite panels in adjudicative hearings. The total annual remuneration for all OIC appointees was $3,006,937.

All figures in $000.0 thousand

Account	Year-end Budget incl. lease	Year-end Actuals	Variance	% Variance
Salaries & Wages	8,047.9	7,709.4	338.5	4.2%
Benefits	962.8	1,054.1	(91.3)	-9.5%
ODOE:				
Transportation & Communication	448.9	304.7	144.2	32.1%
Services	3,480.1	3,757.7	(277.6)	-8.0%
Supplies & Equipment	82.2	67.4	14.8	18.0%
Total ODOE	**4,011.2**	**4,129.8**	**(118.6)**	**-3.0%**
Total	**13,021.9**	**12,893.3**	**128.6**	**1.0%**

Non-Tax Revenue	2016-2017 Revenue
Construction Grievance	$481.2
Publications	
Subscriptions	$8.8
Total	**$490.0**

Performance Measures

Each year the OLRB provides a broad accountability of progress achieved on our core performance measures. We take each of our goals and track progress on a series of performance measures designed to assess whether the Board is measuring up to corporate standards and program targets/commitments.

Fiscal Measures: Percentage variance between year-end allocation expenditure.

Standard / Target:	Less than 2% variance between year-end allocation and expenditure.
2016-2017 Commitments:	Less than 2% variance between year-end allocation and expenditure.
2016-2017 Achievements:	**Actual:** 1% variance Approved budget: $13,021.9 Actual expenditure: $12,893.3

Program Effectiveness Measures: Meeting legislated timelines.

Standard / Target:	90% industrial certification votes held within 5-7 days. 95% held within 10 days. 5% or less held within more than 10 days.
2016-2017 Commitments:	90% industrial certification votes held within 5-7 days. 95% held within 10 days. 5% or less held within more than 10 days.
2016-2017 Achievements:	**Actual:** 97.5% of votes held within 5-7 days or less 98% of votes held within 10 days or less Less than 2% of votes held in over 10 days

Percentage of LRA, ES and HS cases resolved prior to hearing.

Standard / Target:	LRA cases: 85% ESA (appeals) cases: 75% OHSA (appeals) cases: 75% OHSA (complaints) cases: 75%
2016-2017 Commitments:	LRA cases: 85% ESA (appeals) cases: 75% OHSA (appeals) cases: 75% OHSA (complaints) cases: 75%
2016-2017 Achievements:	**Actual:** LRA cases: 90% ESA (appeals) cases: 89% OHSA (appeals) cases: 99% OHSA (complaints) cases: 95%

Percentage of Judicial Reviews Upheld

Standard / Target:	90-100%
2016-2017 Commitments:	90-100%
2016-2017 Achievements:	100%

Accountability Statement

The OLRB's Annual Report for the fiscal year ending March 31, 2017 was prepared under my direction for submission to the Minister of Labour in accordance with the Agencies and Appointments Directive as issued by Management Board of Cabinet.

The Public Accounts of Ontario are the annual financial statements that are prepared in compliance with the requirements of Section 13 of the Ministry of Treasury and Economics Act. The Public Accounts consist of the financial report of the Government of Ontario and the financial reports of each ministry. In accordance with the Ministry of Labour's Delegation of Financial Authority Framework, financial authority is delegated to the agency. Each year the OLRB verifies that all its transactions are reflected accurately and completely in the Public Accounts through the execution of a Certificate of Assurance.

As an agency of the Ministry of Labour, the OLRB's Annual Report is subject to the minimum reporting requirements established in the Agencies and Appointments Directive, including:

- Financial statements that have been audited or subject to the appropriate level of external assurance;
- Analysis of operational performance;
- Analysis of financial performance;
- Names of appointees and term of appointments
- Performance measures, targets achieved/not achieved and action to be taken.

This report covers the fiscal year April 1, 2016 to March 31, 2017.

For More Information

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Hours of Operation: 8:30am - 5:00pm

Website: http://www.olrb.gov.on.ca

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